

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	742.60	796.22	824.37	849.86	884.35	903.53	935.27	961.94	980.39

GRADE 002

01/06/07	757.98	810.29	838.35	869.03	899.75	920.10	957.28	983.93	1002.37
----------	--------	--------	--------	--------	--------	--------	--------	--------	---------

GRADE 003

01/06/07	774.56	828.18	858.73	888.15	920.10	943.12	975.43	1002.07	1020.48
----------	--------	--------	--------	--------	--------	--------	--------	---------	---------

GRADE 004

01/06/07	793.70	843.50	874.03	909.91	943.12	961.01	996.14	1022.81	1041.27
----------	--------	--------	--------	--------	--------	--------	--------	---------	---------

GRADE 005

01/06/07	803.95	863.93	890.79	923.95	958.44	980.16	1015.61	1042.25	1060.73
----------	--------	--------	--------	--------	--------	--------	---------	---------	---------

GRADE 006

01/06/07	821.80	881.79	911.14	945.62	980.16	1000.59	1040.20	1066.87	1085.31
----------	--------	--------	--------	--------	--------	---------	---------	---------	---------

GRADE 007

01/06/07	839.65	899.75	930.26	966.11	1003.14	1028.66	1067.44	1094.12	1112.56
----------	--------	--------	--------	--------	---------	---------	---------	---------	---------

GRADE 008

01/06/07	860.12	922.32	953.19	989.03	1028.66	1051.70	1089.48	1116.15	1134.59
----------	--------	--------	--------	--------	---------	---------	---------	---------	---------

GRADE 009

01/06/07	875.41	943.12	973.64	1009.52	1051.70	1073.39	1115.45	1142.08	1160.53
----------	--------	--------	--------	---------	---------	---------	---------	---------	---------

GRADE 010

01/06/07	892.01	958.43	993.89	1031.20	1070.83	1097.64	1138.70	1165.34	1183.80
----------	--------	--------	--------	---------	---------	---------	---------	---------	---------

TECHNICAL

Effective 2007

GRADE 10R

548 RECREATION LEADER

	A (1)	3-mo. (2)	1-yr. (3)	2-yr. (4)	3-yr. (5)	4-yr. (6)	10-yr. (7)	15-yr. (8)	20-yr. (9)	25-yr. (10)
01/06/07	811.13	869.59	986.51	1021.99	1059.33	1098.94	1125.75	1166.81	1193.44	1211.92

GRADE 011

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	912.47	980.16	1011.88	1055.50	1097.64	1121.87	1164.65	1191.29	1209.76

GRADE 012

01/06/07	931.60	1003.14	1039.74	1079.71	1121.87	1147.43	1191.89	1218.51	1236.98
----------	--------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 013

01/06/07	954.61	1028.66	1062.89	1107.89	1149.96	1179.31	1224.25	1250.89	1269.37
----------	--------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 014

01/06/07	975.02	1051.70	1088.66	1129.59	1174.24	1204.90	1248.91	1275.57	1294.01
----------	--------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 015

340A VIDEO PRODUCTION ASSISTANT

01/06/07	995.50	1070.83	1111.68	1155.09	1204.90	1230.43	1278.71	1305.36	1323.80
----------	--------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 016

037A SERVICE WORKER III

01/06/07	1021.00	1098.94	1141.04	1184.44	1230.43	1259.81	1309.85	1336.49	1354.95
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 16U

	(1)	(2)	(3)	(4)
01/06/07	12.77	15.59	18.40	21.17

GRADE 017

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1041.43	1121.87	1165.36	1211.26	1261.14	1295.57	1343.49	1370.14	1388.58

GRADE 018

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1064.43	1149.96	1192.74	1241.93	1291.75	1322.39	1375.90	1402.58	1421.02

GRADE 019

01/06/07	1088.66	1174.24	1221.89	1271.32	1322.39	1355.60	1408.33	1435.00	1453.44
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 020

01/06/07	1114.23	1206.16	1256.00	1304.54	1356.88	1391.38	1445.95	1472.59	1491.07
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 021

01/06/07	1141.04	1230.43	1278.09	1331.32	1387.52	1423.26	1479.63	1506.28	1524.75
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 022

121A ADAPTIVE RECREATION ASSISTANT
 284A CITY PLANNING AIDE
 167 ENGINEERING AIDE I
 313A HEALTH & ED ASST-CAMBODIAN/ENG
 312A HEALTH & ED ASST-HMONG/ENG
 311A HEALTH & ED ASST-SPANISH/ENG
 064A HEALTH & EDUCATION ASSISTANT
 606 WATER LABORATORY AIDE

01/06/07	1165.36	1261.14	1315.99	1368.33	1425.83	1462.89	1519.84	1546.47	1564.92
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 22E

240B CODE ENFORCEMENT AIDE

	(1)	(2)	(3)	(4)	(5)	(6)	6-yr. (7)	10-yr. (8)	15-yr. (9)
01/06/07	1165.36	1211.26	1315.99	1391.38	1447.54	1508.81	1566.27	1607.21	1674.09
	20-yr. (10)	25-yr. (11)							
	1700.73	1719.16							

GRADE 023

373A COMMUNITY LIAISON OFFICER

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1194.48	1291.75	1340.63	1397.70	1456.48	1492.25	1547.05	1573.71	1592.19

GRADE 024

246B ASSISTANT RECREATION CENTER DIRECTOR

01/06/07	1225.37	1323.62	1379.88	1437.34	1496.08	1533.08	1596.26	1622.93	1641.37
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 025

318A FIRE AIDE

893 MEDICAL ASSISTANT

025A PLAN EXAMINER I

112A LABORATORY TECHNICIAN I

01/06/07	1252.16	1355.60	1406.69	1465.42	1522.90	1563.73	1624.79	1651.45	1669.92
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 026

015 ARCHITECTURAL DRAFTER TRAINEE

168 ENGINEERING AIDE II

275B ENVIRONMENTAL RESOURCE TECHNICIAN

579A LOAN SPECIALIST ASSISTANT

580A LOAN SPECIALIST ASST-BILINGUAL

066A NUTRITION ASSISTANT I

351A NUTRITION ASSISTANT I-BILINGUAL HMONG/ENGLISH

01/06/07	1281.47	1391.38	1447.54	1508.81	1566.27	1607.21	1674.09	1700.71	1719.16
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 26L

066L NUTRITION ASSISTANT I - LARGE

01/06/07	1345.47	1455.38	1511.54	1572.81	1630.27	1671.21	1738.09	1764.71	1783.16
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 26M

066M NUTRITION ASSISTANT I - MEDIUM

01/06/07	1333.47	1443.38	1499.54	1560.81	1618.27	1659.21	1726.09	1752.71	1771.16
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

TECHNICAL

Effective 2007

GRADE 26S

066S NUTRITION ASSISTANT I – SMALL

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1321.47	1431.38	1487.54	1548.81	1606.27	1647.21	1714.09	1740.71	1759.16

GRADE 027

01/06/07	1281.47	1395.56	1452.72	1516.44	1582.93	1626.32	1688.30	1714.90	1733.39
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 028

561A LIBRARY ASSOCIATE

558A LIBRARY ASSOCIATE (PART-TIME)

468A VIDEO PRODUCTION TECHNICIAN

01/06/07	1315.99	1425.83	1484.61	1527.70	1617.42	1659.53	1728.51	1755.17	1773.64
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 28L

237B LIEP INSPECTOR I

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	7-yr. (9)
01/06/07	1315.99	1425.83	1455.22	1484.61	1506.10	1527.70	1572.56	1617.42	1638.47
	10-yr. (10)	15-yr. (11)	20-yr. (12)	25-yr. (13)					
	1659.53	1728.51	1755.17	1773.64					

GRADE 029

279A CITY PLANNING TECHNICIAN

609A COMMUNICATIONS TECH TRAINEE

369A DUPLICATING EQUIP OPERATOR (TWO-COLOR)

145B HOUSING REHAB ADVISOR TRAINEE (BI-LINGUAL)

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1346.65	1465.42	1524.21	1593.13	1662.11	1706.71	1776.49	1803.12	1821.60

TECHNICAL

Effective 2007

GRADE 030

685 ACCOUNTING TECHNICIAN I
 016 ARCHITECTURAL DRAFTER
 615 GRAPHIC ARTS TECH--CITY PLANNING
 197A HUMAN RIGHTS TECHNICIAN
 115A MEDICAL RECORDS PRACTITIONER
 170B PROJECT MANAGEMENT TECH - BILINGUAL
 078A PROJECT MANAGEMENT TECHNICIAN
 373 PUBLIC WORKS TECHNICIAN I
 357 VALUATION & ASSESSMENT TECH I
 619A WATER METER TECHNICIAN
 523 WATER UTILITY TECHNICIAN I

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1381.13	1498.61	1565.04	1632.69	1704.17	1747.66	1821.78	1848.49	1866.88

GRADE 30T

705A IS INFO/TECH ANALYST I

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1381.13	1498.61	1531.72	1565.04	1598.87	1632.69	1668.44	1704.17	1747.66
	15-yr. (10)	20-yr. (11)	25-yr. (12)						
	1821.78	1848.49	1866.88						

GRADE 031

251B LABORATORY TECHNICIAN II

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1414.32	1536.93	1600.80	1672.34	1746.37	1793.63	1863.36	1890.01	1908.44

GRADE 032

171B HOUSING REHAB ADV I (BI-LING)
 125A HOUSING REHAB ADVISOR I
 863 LOAN SPECIALIST I
 612A LOAN SPECIALIST I (BI-LINGUAL)
 178 PRACTICAL NURSE

01/06/07	1450.09	1580.36	1642.91	1716.99	1794.89	1837.02	1919.03	1945.66	1964.11
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

TECHNICAL

Effective 2007

GRADE 033

441 CLINIC NURSE

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1485.84	1619.98	1691.42	1761.73	1837.02	1890.66	1970.90	1997.56	2015.98

GRADE 034

686 ACCOUNTING TECHNICIAN II
601A INFO & CONTROL SYS INT TRAINEE
202B METER TECH LEAD WORKER
632A PRINT PRODUCTION LEAD WORKER
374 PUBLIC WORKS TECHNICIAN II
524 WATER UTILITY TECHNICIAN II

01/06/07	1524.21	1662.11	1734.89	1811.53	1890.66	1941.75	2021.44	2048.08	2066.51
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 035

290B CODE ENFORCEMENT INSPECTOR I
319A FIRE PREVENTION INSPECTOR I
113A HEALTH LABORATORY TECHNICIAN II
047A HOUSING COUNSELOR
026A PLAN EXAMINER II
371 VALUATION & ASSESSMENT TECH II

01/06/07	1565.04	1704.17	1778.31	1857.49	1941.75	1991.55	2075.87	2102.54	2120.96
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 036

122A ADAPTIVE RECREATION DIRECTOR
204X COMMUNICATIONS TECHNICIAN W/O PREM
051A FIRE COMMUNICATIONS OPR II
126A HOUSING REHAB ADVISOR II
869 REAL ESTATE SPECIALIST
055A RECREATION CENTER DIRECTOR
268B SURVEY CREW LEADER

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1607.21	1750.23	1826.82	1908.53	1995.39	2049.05	2135.47	2162.14	2180.60

TECHNICAL

Effective 2007

GRADE 36A

204B *COMMUNICATIONS TECH W/ PREMIUM

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1671.50	1820.24	1899.89	1984.87	2075.20	2131.01	2220.90	2248.30	2267.49

GRADE 36B

01/06/07	1755.55	1904.29	1983.94	2068.92	2159.25	2215.06	2304.95	2324.15	2343.34
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 36L

238B LIEP INSPECTOR II

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	7-yr. (9)
01/06/07	1607.21	1750.23	1788.52	1826.82	1867.67	1908.53	1951.96	1995.39	2022.21
	10-yr. (10)	15-yr. (11)	20-yr. (12)	25-yr. (13)					
	2049.05	2135.47	2162.14	2180.60					

GRADE 36T

706A IS INFO/TECH ANALYST II

702A IS SYSTEMS SUPPORT SPEC III

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1607.21	1750.23	1788.52	1826.82	1867.67	1908.53	1951.96	1995.39	2049.05
	15-yr. (10)	20-yr. (11)	25-yr. (12)						
	2135.47	2162.14	2180.60						

GRADE 037

	Start (1)	1-yr. (2)	2-yr. (3)	3-yr. (4)	5-yr. (5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1649.32	1796.19	1873.38	1955.77	2045.20	2097.61	2191.22	2217.88	2236.35

TECHNICAL

Effective 2007

GRADE 038

049A COMMUNITY EDUCATION/REC COORDINATOR

205X LEAD COMMUNICATIONS TECH W/O PREM

604A PROJECT FACILITATOR I

375 PUBLIC WORKS TECHNICIAN III

870 REHABILITATION SUPERVISOR

390 VALUATION & ASSESSMENT TECH III

525 WATER UTILITY TECHNICIAN III

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1694.00	1844.71	1923.89	2012.01	2097.61	2158.88	2248.31	2274.93	2293.39

GRADE 38A

205B *LEAD COMMUNICATIONS TECH W/ PREM

01/06/07	1761.75	1918.49	2000.85	2092.49	2181.52	2245.23	2338.24	2365.60	2384.79
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 38B

205K *LEAD COMMUNICATIONS TECH-CIRT

01/06/07	1887.82	2044.57	2126.93	2218.56	2307.59	2371.31	2464.32	2491.67	2510.86
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 039

432A PAYROLL SYSTEM TECHNICIAN

01/06/07	1736.17	1893.20	1972.65	2063.11	2178.02	2215.10	2329.92	2356.58	2375.01
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 040

353 ACCOUNTING TECHNICIAN III

254A ENVIRONMENTAL HEALTH INSPECTOR SUPERVISOR

548A INFO & CONTROL SYSTEM INT TECH

169A LOAN SPECIALIST II

01/06/07	1782.14	1945.62	2027.34	2119.29	2216.31	2275.07	2373.98	2400.62	2419.10
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 40T

707A IS INFO/TECH ANALYST III

703A IS SYSTEMS SUPPORT SPEC IV

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1782.14	1945.62	1986.48	2027.34	2073.33	2119.29	2167.80	2216.31	2275.07
	15-yr. (10)	20-yr. (11)	25-yr. (12)						
	2373.98	2400.62	2419.10						

TECHNICAL

Effective 2007

GRADE 041

320A FIRE PREVENTION INSPECTOR II

293A SENIOR PLAN EXAMINER

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1829.38	1996.70	2084.79	2179.30	2276.33	2338.92	2440.08	2466.75	2485.22

GRADE 042

605A PROJECT FACILITATOR II

01/06/07	1879.20	2051.61	2141.00	2236.77	2338.92	2404.01	2504.88	2531.56	2550.01
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 42L

239B LIEP INSPECTOR III

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr (7)	4-yr. (8)
01/06/07	1879.20	2051.61	2096.31	2141.00	2188.89	2236.77	2287.84	2338.92
	7-yr. (9)	10-yr. (10)	15-yr. (11)	20-yr. (12)	25-yr. (13)			
	2371.47	2404.01	2504.88	2531.56	2550.01			

GRADE 043

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1930.22	2105.17	2193.19	2299.32	2400.20	2466.59	2573.63	2600.28	2618.75

GRADE 044

890 ACCOUNTING TECHNICIAN IV

01/06/07	1978.75	2162.69	2262.30	2361.87	2467.88	2536.88	2647.50	2674.15	2692.64
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 44T

708A IS INFO/TECH ANALYST IV

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1978.75	2162.69	2212.50	2262.30	2312.10	2361.87	2414.89	2467.88	2536.88
	15-yr. (10)	20-yr. (11)	25-yr. (12)						
	2647.50	2674.15	2692.64						

TECHNICAL

Effective 2007

GRADE 045

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	2033.70	2220.16	2315.49	2427.03	2539.41	2609.64	2723.99	2750.65	2769.13

GRADE 046

01/06/07	2087.32	2280.16	2382.36	2493.42	2608.41	2679.86	2792.66	2819.33	2837.79
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 047

01/06/07	2146.09	2341.47	2450.03	2557.24	2676.06	2750.12	2869.16	2895.80	2914.28
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 048

01/06/07	2200.97	2404.01	2509.16	2626.26	2744.98	2819.09	2945.62	2972.28	2990.75
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 049

01/06/07	2262.30	2467.88	2575.45	2700.30	2826.76	2903.37	3029.91	3056.52	3074.99
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 050

01/06/07	2321.02	2541.95	2654.41	2779.48	2907.19	2987.65	3118.02	3144.68	3163.14
----------	---------	---------	---------	---------	---------	---------	---------	---------	---------

GRADE 051

140B LIFE GUARD (YEAR ROUND)

	1st 500 (1)	2nd 500 (2)	3rd 500 (3)	4th 500+ (4)
01/06/07	8.91	9.20	9.48	9.77

GRADE 052

247B ASSISTANT AQUATICS FACILITY SUPERVISOR (YEAR ROUND)

	1st 500 (1)	2nd 500 (2)	3rd 500 (3)	4th 500 (4)	5th 500 &+ (5)
01/06/07	10.63	10.92	11.21	11.49	11.80

GRADE 053

248B AQUATICS FACILITY SUPERVISOR (YEAR ROUND)

	1st 500 (1)	2nd 500 (2)	3rd 500 (3)	4th 500 (4)	5th 500 &+ (5)
01/06/07	12.35	12.65	12.95	13.20	13.50

GRADE 054

144B WATER SAFETY INSTRUCTOR (YEAR ROUND)

	1st 500	2nd 500	3rd 500	4th 500 & +
	(1)	(2)	(3)	(4)
01/06/07	9.48	9.77	10.07	10.36

BENEFITS**VACATION**

1 st year thru 4 th year	- 12 days (.0462) P
5 th year thru 9 th year	- 18 days (.0693) J
10 th year thru 15 th year	- 21 days (.0808) E
16 th year thru 23 year	- 25 days (.0962) G
24 th year and thereafter	- 28 days (.1077) R

Vacation rate will now be based on the original employment date.

FLOATING HOLIDAYS

Effective 01/06/06: Floating Holidays are now included in the vacation rate.

HOLIDAY ELIGIBILITY

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid and sick leave.

LIBRARY

For all employees assigned to the Library, the Day After Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid minor holiday.

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one (1) year probationary period.

SICK LEAVE CONVERSION

180 days of accumulated sick leave - 2 day of vacation for each day of sick leave (5 day maximum).
Must maintain 180 days of accumulated sick leave after conversion.

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent or household member.

SEVERANCE PAY

\$6,500 Maximum 58+ years of age or eligible for pension under PERA (Rule of 85 or 90)
 10 years of consecutive service at time of separation*
 60 days of accumulated sick leave at time of separation

Appointed on or after 1/1/90:

80 days of accumulated sick leave at time of separation

Years of Separation	Amount
20	\$ 5,000
21	\$ 6,000
22	\$ 7,000
23	\$ 8,000
24	\$ 9,000
25	\$10,000

Effective December 31, 2007:

Minimum of 12 years of Service and
 Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

*Employment in either the City of Saint Paul or ISD #625 may be used to meet the 10 year service requirement. Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after 3/31/2001.

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

2007 HEALTH INSURANCE

Single: The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (2) - Employer will contribute 50% of the single/family insurance premium.

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after 3/31/2001.

DEFERRED COMPENSATION

2005: The City will provide \$100 per year matching deferred compensation contribution for employees with one year of service. City contribution for employees with 20 years of service will be \$176 per year. (See Article 13 for eligibility requirements). To be paid by April 1, 2006.

2006: The City will provide \$200 per year matching deferred compensation contribution for employees with one year of service. City contribution for employees with 20 years of service will be \$276 per year. (See Article 13 for eligibility requirements). To be paid by April 1, 2007.

OXFORD POOL SHIFT DIFFERENTIAL

Morning: Employees represented by this union in the titles of Life Guard, Water Safety Instructor, Swimming Pool Supervisor and Senior Pool Attendant shall receive a five percent (5%) shift differential for each hour worked between 2:00 a.m. and 2:00 p.m. This shift differential shall only be paid for hours worked during the school year (after Labor Day and before Memorial Day). These employees are not eligible for the Night Differential.

Night: To any employee, except for Oxford Pool employees described above, who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a differential of five percent (5%) for the entire shift.

LIBRARY EMPLOYEE NIGHT DIFFERENTIAL

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

SNOW EMERGENCY

Employees required as part of their normal job duties, to work a snow emergency shall receive premium pay for fifty percent (50%) for the second standard hour shift for all continuous hours worked during the snow emergency.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

RECALL RIGHTS AFTER LAYOFF

Two years

SAFETY SHOES

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

UNIFORM ALLOWANCE

The amount of the uniform allowance will increase by the same percentage as the general increase for 2007 (2.5%):

- Fire Inspectors will be reimbursed up to \$488.53 for the 2007 calendar year.
- Water Meter Technicians will be reimbursed up to \$297.50 for the 2007 calendar year.
- Health Lab Technicians - Employer will pay for the cost of laundering lab costs.
- Community Liaison Officers shall receive a one-time reimbursement up to \$344.65 for 2007.
- Communications Technicians and Lead Communications Technicians will be reimbursed up to \$279.80 for the 2007 calendar year.

PREMIUM PAY

Effective January 1, 2004, Lead Communication Technicians assigned to the Police CIRT team will receive a premium of \$120.00 bi-weekly.

CRITICAL RESOLUTION PAY

If the IS employee is represented by AFSCME Technical bargaining unit and the resolution of the problem takes less than one and one-half hours (1 – 1/2), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1 - 1/2) hours, then the overtime provision of the contract will apply.

LIFE INSURANCE

\$20,000 for eligible employees.